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ABSTRACT

The Nursing graduates of Lakeland Community College (Ohio) from 1970 through and including 1973 were surveyed by a mail questionnaire to determine: where the nurses are employed, what types of jobs they hold, what are their salaries, what types of assignments are included in their nursing positions, and how they rate their education at Lakeland in preparing them for their first position. A total of 147 questionnaires were mailed, and 63 usable responses were received (42.9 percent). Full-time employment was reported by 82.5 percent of the respondents. The median annual salary reported was $9,790. Three graduates decided to continue their education and earn four-year degrees. Overall, the graduates reported they were satisfied with their positions and their salaries; however, they felt there could be some room for improvement. The majority felt their occupational training at Lakeland was favorable as it related to their preparation for their nursing careers. Several suggestions are included for improved or added courses to the Nursing curriculum to further improve occupational preparation. There are twenty-one institutions listed as current employers for Nursing graduates. The survey instrument is appended along with individual comments elicited by the questionnaire. (Author/AH)

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EMPLOYMENT FOLLOW-UP OF NURSING GRADUATES

LAKELAND COMMUNITY COLLEGE

1970 - 1973

Prepared by

Research Services Office
Lakeland Community College
Mentor, Ohio 44060

March 1975

JC 750 264

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A C K N O W L E D G M E N T S

The efforts of several people have made this report possible.

Kay Malec, representing a committee of Nursing Department faculty, worked with the Research Office to determine the type of questions to be asked.

A special thanks must go to the Lakeland Nursing graduates who took the time to answer the questionnaires and who graciously and freely gave written comments and suggestions. Without their willingness to provide this information, this report would not be possible.

Much thanks must go to the efforts of Cuba Hite, Research Assistant, who handled the implementation of the project.

A B S T R A C T

The Nursing graduates of Lakeland Community College from 1970 through and including 1973 were surveyed by a mail questionnaire to determine: where the nurses are employed, what types of jobs they hold, what are their salaries, what types of assignments are included in their nursing positions and how they rate their education at Lakeland in preparing them for their first position. There was a 42.9 percent questionnaire return. Full-time employment was reported by 82.5 percent of the respondents. The median annual salary reported was $9790. Three graduates decided to continue their education and earn four-year degrees.

Overall, the graduates reported they were satisfied with their positions and their salaries; however, they felt there could be some room for improvement. The majority felt their occupational training at Lakeland was favorable as it related to their preparation for their nursing careers. Several suggestions are included for improved or added courses to the Nursing curriculum to further improve occupational preparation. There are twenty-one institutions given as current employers for Nursing graduates.

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EMPLOYMENT FOLLOW-UP OF NURSING GRADUATES
LAKELAND COMMUNITY COLLEGE
1970-73

INTRODUCTION

One of the primary purposes of the community college is to provide education and training for those students whose immediate goal is employment in a career field. One of the continuing tasks of Lakeland is to determine how well its students are prepared for their next step in either educational and/or career fields. This information is vital if Lakeland is to keep its instructional programs relating to the changing requirements of the business, professional and industrial communities.

PURPOSE

The purposes of this study were to investigate the employment activities of the Associate Nursing Degree graduates of Lakeland Community College and to obtain their opinions on how their education related to their employment. This study was done at the request of a committee of Lakeland Nursing faculty. Some of the specific questions investigated include:

- Where are nursing graduates employed?
- What types of positions do they hold?
- What are their salaries?
- What types of assignments are included in their nursing positions?
- How do the Nursing graduates rate their training at Lakeland Community College in preparing them for their first position?

PROCEDURE

The information in this study was gathered via a questionnaire mailed to all Lakeland Nursing graduates from June, 1970 through and including June, 1973. A copy of the questionnaire used is contained in the appendix. In all, 67 of the 147 graduates from 1970 through June, 1973 returned completed questionnaires. The sixty-three usable questionnaires in this study represent 42.9 percent of the Nursing graduates' population. We feel this response rate is a good one and provides reliable answers to the survey questions.

The rate of return of the questionnaires by year of graduation and for the combined years is shown in Figure 1.

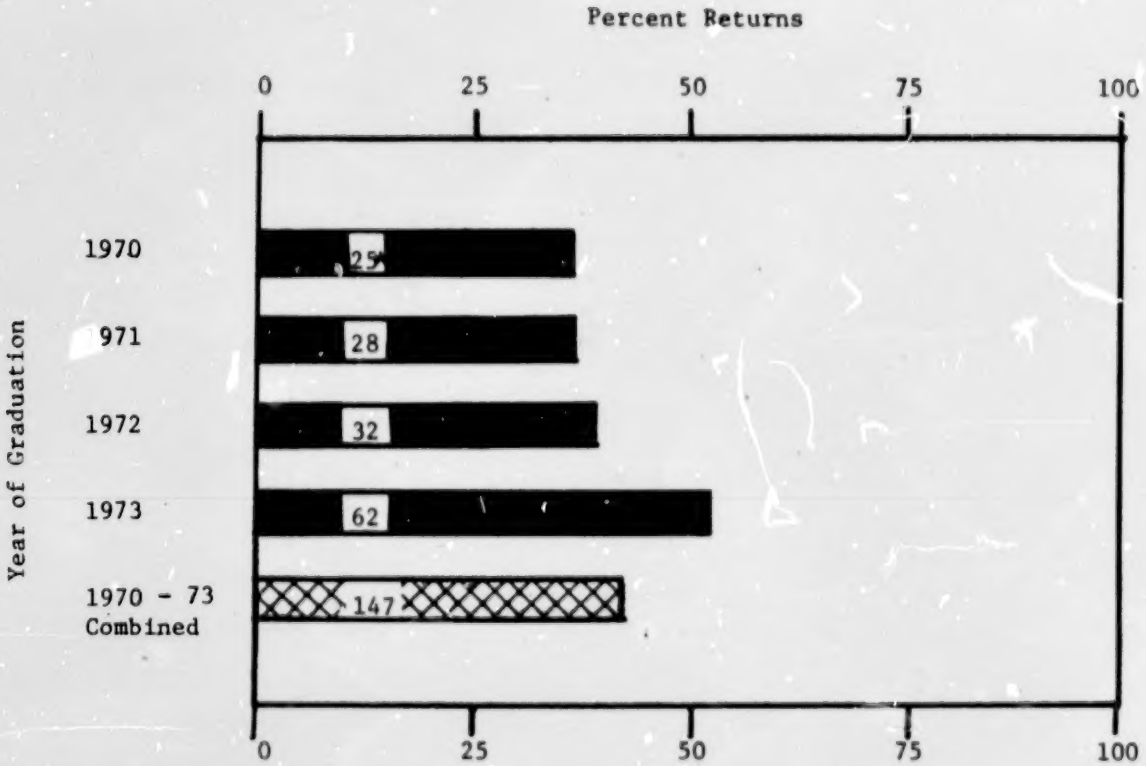
The vast majority of the responding graduates, 95.2 percent, stated that the ADN was the highest degree held. Two graduates currently hold four-year degrees, one a B.S. from Garfield Senior College and the other a B.A. degree from Geneva College, Beaver Falls, Pennsylvania. A third graduate has recently quit her employment and will be receiving a B.S. degree from Youngstown University.

EMPLOYMENT

There were 82.5 percent of the respondents who reported full-time employment and 9.5 percent were employed part-time. Only five or 7.9 percent said they were not currently employed. All five had worked full-time, however, prior to the time of receiving the questionnaire. There are 21 separate hospitals and clinics represented in the list of employers of Lakeland Nursing graduates and two individual physicians. The listing of employers and number of persons employed by each is in Table 8.

FIGURE 1

QUESTIONNAIRE RETURNS BY YEAR OF GRADUATION
AND COMBINED YEARS



* The number within a row is the actual N (population) that was contacted to which the percentage corresponds.

The graduates were asked to identify the type of environment in which they were employed. The categories listed were: Suburban hospital, City hospital, University hospital, Nursing home, School, Health agency, Physician's Office and Other. Table 1 lists the type of categories available, total employed in each category and percentage of responses to each category.

Table 1
INSTITUTIONAL CATEGORIES

Institutional Category	Employed N = 63	Employed Percent
City hospital	35	56
Health agency	1	2
Nursing Home	0	0
Physician's Office	3	5
School	1	2
Suburban hospital	16	25
University hospital	2	3
Other	5	8

The graduates were asked what employment resources they used in acquiring their present position. Several stated more than one resource, thereby accounting for more than 100 percent in total responses. Seventy-nine precent cited personal applications, 16 percent used newspaper ads, 14 percent the personal recommendation of a friend and 11 percent other types of resources.

INITIAL AND CURRENT EMPLOYMENT

The nursing graduates were asked to identify the position for which they were first hired. The responses are shown in Table 2a.

Table 2a
FIRST POSITIONS HELD

Position	N	Percent
Staff nurse	51	82
Team leader	4	6
Head nurse	1	2
Other	6	10
	62	100%

The positions listed in the "other" category were: Charge nurse, Assistant head nurse, Area supervisor-Obstetrics, school nurse and doctor's assistant.

They were asked what position they now held. Table 2b displays the responses.

Table 2b
CURRENT POSITIONS HELD

Position	N	Percent
Staff nurse	38	62
Team leader	14	23
Head nurse	3	5
Supervisor		
Other	6	10
	61	100%

The positions listed in the "other" category paralleled, for the most part, the same type of positions listed in the "first positions held" category: charge nurse, assistant head nurse, floor supervisor, physician's assistant.

A number of respondents (5) indicated more than one responsibility simultaneously: i.e., Staff nurse and occasional acting charge nurse;

Staff nurse and occasional team leader. Table 2c identifies the types of positions held, by year of graduation, both for the initial hiring position and for the position now held.

The largest shift in position titles among the respondents occurred with the 1973 graduates. Initial hiring positions showed 12 percent team leaders, and approximately one year later, at the time of the survey, there were 34 percent team leaders among the 1973 graduates.

The Nursing faculty was interested in finding out how soon after employment does an evaluation process take place. Of 62 graduates answering this question, 48 percent were evaluated after four to six months on the job, 31 percent after one to three months on the job, 10 percent after seven to nine months. Another 10 percent stated they have never been evaluated.

The category shifts normally worked was not particularly revealing. Of the 62 respondents to the question, 58 percent worked the day shift, 7-3:30; 14 percent the midday shift from 3-11:30; 8 percent the evening shift from 11-7:30 and 19 percent worked at times other than these listed. Without knowing what the reasons are for working these hours (scheduling, personal preference, economics, etc.) the information cannot lend any insight into the working conditions of the graduates.

One criterion for judging the value of a career program is the salary level of the graduates. In this study, salaries are looked at both from the dimension of annual salary and year of graduation. There were 53 full-time employed nurses who gave salary information.

TABLE 2c

NUMBER OF GRADUATES IN
INITIAL AND CURRENT POSITIONS BY YEAR OF GRADUATION

	Years							
	1970		1971		1972		1973	
Positions	I*	C*	I	C	I	C	I	C
Staff Nurse	7 (78)	7 (78)	8 (80)	4 (40)	8 (73)	6 (55)	28 (88)	21 (66)
Team Leader				2 (20)		1 (9)	4 (12)	11 (34)
Head Nurse		1 (11)		1 (10)	1 (9)	1 (9)		
Other	2 (22)	1 (11)	2 (20)	3 (30)	2 (18)	2 (18)		
Totals	9 (100)	9 (100)	10 (100)	10 (100	11 (100)	11 (100)	32 (100)	32 (100)

I = Position hired for (Initial)
C = Position now held (Current)
()= Numbers in parentheses indicate percentage of total for year's graduates

Table 3
ANNUAL SALARY OF NURSES EMPLOYED FULL-TIME

Salary Range	Frequency	Percent
$6,000 - $8,000	5	9
$8,000 - $10,000	24	45
$10,000 - $12,000	20	38
$12,000 - $14,000	4	8
Total	53	100

The median annual salary of the 53 reporting this data is $9790 and the mean average salary is $9870.

When viewing median salaries of graduates based upon a dimension of year of graduation, one might expect that the earlier the graduation date, the larger the median salary, taking into account experience gained and maturity. However, the 1970 graduates are earning a median of $10,250; the 1971 graduates a median of $9,400; the 1972 graduates a median of $11,000 and the 1973 graduates a median of $9,600 or $200 higher than the 1971 graduates. Fig. 2 displays the median salaries by year of graduation.

The graduates were asked how they felt about their jobs (question 13) and the overwhelming majority (57 out of 60) answered they liked it.

The nurses were given a list of 18 activities that might be included in their positions. Graduates were asked how many of these they perform. The activities and their rank order by response is given in Table 4.

FIGURE 2

MEDIAN ANNUAL SALARIES BY YEAR OF GRADUATION

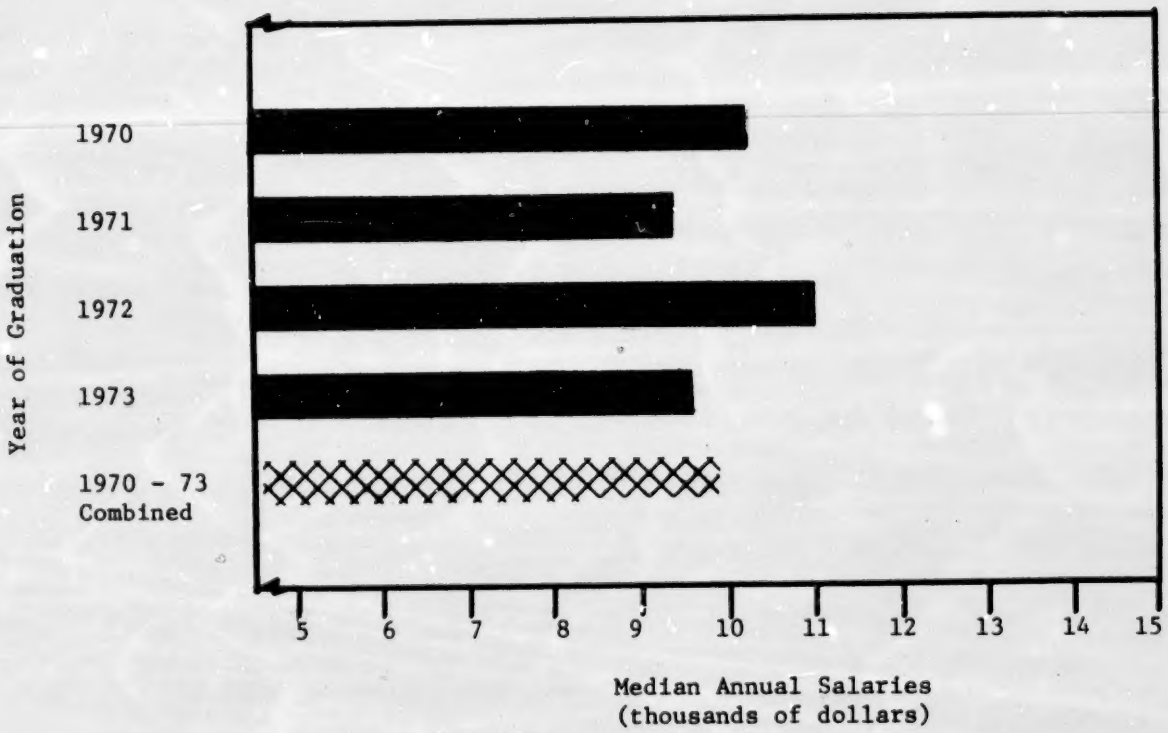


Table 4
Job Activities in Rank Order
By Number of Responses

	Rank Order Activity	Number of Responses
1.	Possible Medications	57
1.	Assist Physicians	57
2.	Teach patients	55
3..	Patient care	54
4.	Transcribe orders	50
4.	Supervise personnel	50
5.	Charge duties	47
5.	Perform sterile procedures	47
6.	Make assignments	46
7.	Operate mechanical equipment	45
8.	Orient personnel	42
9.	Secretarial Work	38
10.	Start I.V.'s	36
11.	Cleaning chores	29
12.	Interview	25
13.	Laboratory Work	11
14.	Wrap & sterilize supplies	9
15.	Other	8

The nursing faculty also wanted to know how long it took a graduate to be given charge duties, that is, without direct supervision of a nurse with seniority. There were 55 respondents and of these, 36 or 65 percent had charge duties within the first three months on the job. There were 13 or 24 percent who were assigned these same duties from 4 - 6 months on the job. Three or 6 percent said it took 7 - 9 months of employment before they had charge duties. The 6 percent balance stated times ranging from one year to over two years. One respondent said she was not allowed to assume charge duties during her first three years and said now, on occasion only, she is put in charge under supervision.

Graduates were asked to rate how nine physical and environmental factors related to their present position. The factors and the responses are below.

Evaluation of Physical and Environmental Factors

1. Money - 59 respondents. 54% said it was good; 27% could be better; 15%, excellent and only 3% thought money poor for their job.

2. Shift - 59 respondents. 41% said their shift was good; 29% thought it could be better; 22% said excellent; and 8% considered the shift poor.

3. Location - 59 respondents. 53% said the location of their employer was either good or excellent; 29% thought it could be better; 11% considered their location poor.

4. Patient - 59 respondents. 47% thought their patient contacts were good; 34% excellent; and 19% considered they could be better.

5. Responsibility - 57 respondents. 67% considered their responsibility as good; 26% said excellent; and only 7% thought it could be better.

6. Staff Relations - 59 respondents. 47% considered employee-staff relations as good; 27% thought they were excellent; 22% felt they could be better; and only 3% thought them poor.

7.	Promotional Opportunities - 59 respondents.	34% felt their chances for promotions could be better; 31% considered them good; 27% felt these opportunities at a poor level and only 8% considered them excellent.
8.	Educational Opportunities - 58 respondents.	48% think the chance for additional education either good or excellent; 34% would like to have better opportunities and 17% considered them poor.
9.	Social Atmosphere - 57 respondents.	77% considered the social environment as good or excellent; 16% think there is room for improvement and 7% consider the social factors as poor.

ORIENTATION

The Nursing graduates were asked in questions 17 through 20 on the questionnaire about their orientation process. How were they oriented? There were a total of 90 responses to this question meaning that several people checked more than one category on orientation. Thirty-eight (42 percent) said orientation was individually on division. Twenty-seven (30 percent) went through orientation in a class with other RN's and 9 (10 percent) were in classes with other AD graduates. Orientation in a class with other employees was indicated by 11 respondents or 12 percent. The 6 percent balance said orientation processes were other than those already mentioned but gave no indication as to what they were.

The nurses were asked what was included in their orientation and were given a list of ten factors. The orientation factors and how they were ranked is given below:

Table 5
Orientation process Activity in Rank Order
By No. of Responses

	Orientation Activity	Number of Responses
1.	Policies and processes	59
2.	Tour of facilities	54
3.	Charting procedures	52
4.	Medical routines	48
5.	History of institution	43
6.	Use of special equipment	35
7.	Team leadership	30
8.	Introduction to administrators	26
9.	Observation in several departments	22
10.	Other	2

The orientation process was considered adequate for the first position by 58 percent of the respondents; only partially adequate by 35 percent and inadequate by 7 percent. Almost the same relationship exists when considering the orientation process for the current position graduates. Fifty-six percent felt that orientation was adequate; 32 percent partially adequate, and 12 percent not adequate.

CONTINUING EDUCATION

The graduates were asked whether or not their employer provided them with some form of continuing education. The vast majority of the 60 respondents, 80 percent, said they do have opportunities for continuing education. They were also asked if their employer arranges for continuing education at other institutions. Twenty (39 percent) of 51 respondents

said "yes." The 20 respondents listed a wide range of continuing education arrangements including local as well as out-of-state colleges, conventions, seminars, and the tuition reimbursement for courses taken. Appendix A lists the specific responses to question 23.

Inservice meetings are considered a part of continuing education and 55 said they participate in such meetings. Once-a-month meetings were indicated by 40 percent, two to three month meetings by 31 percent, four to six month meetings by 7 percent. Other types of scheduling for inservice meetings were indicated by 22 percent.

Professional organizations can be considered a form of continuing education and professionalism. Sixty-four percent or 40 respondents said they did not belong to any professional organization, and 25 percent or 16 were members of the American Nursing Association, and 11 percent or 7 listed other professional associations. The Other category included the Ohio Nurses' Association, the American Heart Association, and the Association of Critical Care Nurses. One respondent belongs to the Mentor Teachers Association and will be joining the School Nursing Division in the near future. Also, another respondent will belong the the American Operating Room Nurses in the near future.

LISTING OF POSITIONS SINCE GRADUATION FROM LAKELAND

There were 27 different graduates who provided information on where and how long they held positions prior to and not including their current position. Table 6 is a list of the employers given and the length of time employed at that institution. The numbers in parentheses are identifying numbers. The number before the dash refers to the questionnaire

number and the number after the dash refers to the age of the respondent. Those listing more than one position held since graduation are indicated by an asterisk. There was one graduate who has held four positions, not including the current one, and there were six who each held two positions prior to their current one. Each of the remaining 20 listed only one prior job.

Table 6
NURSING POSITIONS HELD SINCE GRADUATION FROM LAKELAND
(Not including current position)

Institution	Length of Time Employed	Identification Number
American National Red Cross	1 yr. 6 mos.	141-24*
Booth Memorial Hospital	9 mos.	129-33*
Cleveland Clinic	2 yrs.	132-24*
Dr. Demeter and Dr. McBurdey	1 yr.	113-25*
E G H	2 weeks	157-00x
Euclid General Hospital	1 yr. 9 mos.	166-37
	1 mo.	151-40
	3 mos.	137-32*
	2 mos.	141-24*
Grace Hospital	5 mos.	160-28
Highland View Hospital	5 mos.	145-21
	2-1/2 mos.	137-32*
Hillcrest Hospital	4 mos.	132-24*
	9 mos.	149-23
Lake County Memorial Hospital - East	1 yr. 6 mos.	162-38
	1 yr. 3 mos.	105-23
	2 yrs. 3 mos.	113-25*
	2 yrs. 3 mos.	131-22

* Those listing more than one position.
x 00 indicates no age given.

Table 6 (cont'd)
NURSING POSITIONS HELD SINCE GRADUATION FROM LAKELAND
(Not including current position)

Institution	Length of Time Employed	Identification Number
Lake County Memorial Hospital - West	3 yrs. 1 mo.	101-23
	1 yr. 1 mo.	165-23
	9 mos.	156-22*
Ohio State University Hospital	6 mos.	141-24*
Mt. Sinai hospital	2 yrs.	154-29
	2 yrs.	153-23
	2 yrs.	135-26
	4 mos.	144-21
	3 mos.	108-24
Richmond Heights Hospital	3 yrs.	133-25
St. Ann's Hospital	3 mos.	141-24*
St. Luke's Hospital	9 mos.	147-37
University Hospitals	1 yr.	122-22
	5 mos.	156-22*
	1 yr. 3 mos.	129-33*
	2 yrs. 10 mos.	102-25
Western Reserve Convalescent Home	6 mos.	124-00*x
Western Reserve Extended	7 mos.	124-00*x

* Those listing more than one position.
x 00 indicates no age given.

The nurses were asked (question 33) if they felt they needed additional education in order to be promoted. Of 60 answers to this question, 67 percent said "yes" and 33 percent did not feel additional education would help a promotion. Of the respondents who felt that additional education was necessary for promotion, 77 percent considered a B.S.

degree necessary. However, no one considered the Master's degree a necessity. Fourteen percent thought professional seminars would be the type of additional education needed for promotion and 7 percent said continuing education classes would assist in promotions. One respondent stated that the equivalency of a diploma program in lieu of the actual diploma would be sufficient for promotion.

EVALUATION OF LAKELAND'S PROGRAM

Questions 27 through 32 on the survey questionnaire asked Lakeland Nursing graduates to evaluate various aspects of the Nursing program at Lakeland. Fifty-nine people answered the question, "Did you take a summer program at Lakeland Community College?"; 73 percent said they did not and 27 percent said they did take the program.

Sixty-three graduates ranked how they felt the training at Lakeland prepared them for their first professional positions. Forty-four percent felt their training was good, 40 percent felt the training could have been better, 13 percent thought it excellent and only three percent felt the training was poor as it related to their first position.

Again 63 respondents ranked how they felt their lecture classes at Lakeland prepared them for their first job. Fifty-six percent felt the lecture classes were good, 25 percent considered them excellent, 16 percent thought there was room for improvement and only three percent felt they were poor.

There were 58 graduates who ranked their laboratory classes as they related to their preparation for their first job. Forty-eight percent ranked laboratory classes as good; 36 percent felt they could be better.

Nine percent considered them excellent and 9 percent also felt the laboratory classes were poor.

There was an overwhelming majority, 93 percent, or 51 respondents who thought that Lakeland should add courses that would better prepare them for their nursing experience. The graduates were then asked to specify what courses or types of courses would better prepare them. There were 51 separate responses to this question covering a wide range of suggestions. A number of suggestions tended to be grouped into four categories. There were 15 suggestions that were related to team leading and team nursing. There were ten suggestions for courses that were related to the concepts of leadership and management. A number of these suggestions also tied in the idea of leadership with the concept of the team nursing. Eight suggestions related to more work in clinical experience and seven comments were suggestions for courses in intravenous therapy. In order to be comprehensive and fair in presenting these suggestions, Appendix B lists all the suggestions the way they appeared in the questionnaire and are coded by questionnaire identification number.

There were 51 people who indicated whether or not they felt Lakeland should delete courses that were of no value to them. Sixty-one percent felt these courses should not be deleted, while 39 percent said "yes" they should be deleted. Twenty-eight respondents specified which courses they felt should be deleted. The courses suggested for deletion and the number making the suggestion are in Table 7.

Table 7

SUGGESTIONS FOR DELETION OF COURSES

Course	Number of Responses	Percent Responses
Dietetics	1	4
English	4	14
General Education	1	4
Humanities	2	7
Micro*	3	11
Nursing Seminar	2	7
Nutrition**	5	19
Psychology	1	4
Social Sciences	3	11
Speech	5	19
TOTAL	27	100

* Added comments: Could be included in A & P; could be more realistically geared to Nursing.

** Added comments: Should be incorporated in Nursing, not a separate course.

LIMITATIONS

Data for this study are based on responses from a little less than half of the total population of Nursing career graduates through 1973. These data will begin to form the beginning of a data base on Nursing graduates from Lakeland Community College that will be added to as nurses continue to graduate during the coming years, and in a sense, will be a never-ending process. Any conclusions drawn in this report must be considered as a starting point to be reviewed and rereviewed as new data is obtained.

Findings in this report are presented primarily to inform the Nursing faculty and Lakeland Community College on a number of occupational

aspects of Nursing graduates as they work in the field. The data is for presentation to Lakeland Nursing faculty and any final conclusions must be made by them. The report is complete and in a sense incomplete because as these initial questions are asked and reviewed, there is then a need to ask more questions and go into more detail.

There are many factors that affect salaries such as geography, the type and size of an institution, supply and demand, etc.; therefore, the salaries presented are in no way intended to place a value judgment on the instructional program or on the employing institution.

SUMMARY

It is expected that the information in this study has given a broad overview on Lakeland Community College's Nursing graduates and their feelings and activities in their career field. We have answered such questions as: where are they, what kinds of jobs do they have, how much are they earning, who are their employers, are they continuing their education and how do they evaluate their educational preparation for their employment.

Overall, we consider 43 percent a very good response rate for the questionnaire. The respondents did a fine job in completing the entire questionnaire and going into detail in a number of areas. Just as we have answered many of the original questions for the institution that we intended to, there are just as many new questions raised and new information that could be sought so we may better interpret our outcome--education. Evaluative information from the employer's point of view would also help to relate how well our

graduates are performing on the job. It is anticipated this will be done some time in the future.

In addition to the statistical data reported from the graduates, the appendixes contain verbatim comments made by the graduates in responding to this questionnaire. These are included because we feel these comments express real concern and interest on behalf of the Nursing graduates and their involvement in the Nursing field. They are vitally important to Lakeland and its Nursing program.

All of the questionnaires are available for review in the Research Office. In order to maintain the confidentiality of the respondents, all questionnaires referred to in this report use codes instead of actual names.

The Research Office will be making every feasible effort to continue to improve our follow-up studies of our graduates. Suggestions for improvement of this or other research efforts will be welcomed.

CH:er/190,37,84,120,126B,170,179,180
95,96,98,97,59,60

TABLE 8

EMPLOYERS AND JOB TITLES

Akron General Medical Center Akron, Ohio	1 Team Leader
Booth Memorial Hospital Cleveland, Ohio	1 Staff Nurse
Cleveland Clinic Cleveland, Ohio	4 Staff Nurses and Team Leaders 1 Staff Nurse, Team Leader and Charge Nurse 4 Team Leaders 3 Staff Nurses 1 Asst. Head Nurse 1 Team Leader and Charge when appropriate
Erieside Clinic Willoughby, Ohio	1 Staff Nurse
Euclid Clinic Foundation Cleveland, Ohio	1 Staff Nurse
Euclid General Hospital Cleveland, Ohio	1 Staff Nurse 1 Staff Nurse and Team Leader
Geauga Community Hospital Chardon, Ohio	1 Charge Nurse
Hamot Hospital Erie, Pa.	1 Staff Nurse
Highland View Hospital Cleveland, Ohio	1 Staff Nurse
Hillcrest Hospital Mayfield Heights, Ohio	2 Team Leaders 1 Staff Nurse
Lake County Health Dept. Painesville, Ohio	1 Staff Nurse
Lake County Memorial Hospital Painesville, Ohio	1 Team Leader and Charge Nurse at times 3 Staff Nurses and Team Leaders 1 Team Leader

TABLE 8 (cont'd)

Mentor Board of Education Mentor, Ohio	1 Staff Nurse
Mount Sinai Hospital Cleveland, Ohio	4 Staff Nurses and Team Leaders 6 Staff Nurses 1 Head Nurse
Dr. George Muenster Euclid, Ohio	1 Doctor's Asst. RN
Northeast Ohio General Hospital North Madison, Ohio	1 Staff Nurse
Palmetto General Hospital Miami, Florida	1 Asst. Head Nurse
Polyclinic Hospital Cleveland, Ohio	1 Charge Nurse
Richmond Heights General Hospital Richmond Heights, Ohio	1 Head Nurse 1 Team Leader 1 Staff Nurse and Asst. Head Nurse
St. Luke's Hospital Cleveland, Ohio	2 Staff Nurses and Team Leaders 1 Staff Nurse 1 Team Leader and Charge Nurse
St. Luke's Hospital Kansas City, Missouri	1 Staff Nurse and Team Leader
University Hospitals Cleveland, Ohio	2 Team Leaders
Woman's General Hospital Cleveland, Ohio	1 Float Supervisor

APPENDIX A

SPECIFIC RESPONSES TO QUESTION 23

"Does your employer arrange for continuing education at other institutions?_____ Where?_____

Identification Code	Comment
100-23	Case-Western Reserve. I'm attending a Cancer Seminar in Columbus in June.
101-23	They will pay for additional college courses if taken one at a time at the college of your choice.
102-25	Required to attend workshops, etc.
104-22	Inservice classes.
106-22	Cleveland State.
108-24	University of Missouri.
110-21	Conventions in the area; Akron and Kent Universities.
115-27	CSU.
117-22	Cleveland State, St. Luke's
121-43	Courses related to Nursing will be paid for by institution and can be taken anywhere after seeking approval.
131-22	Occasionally. I went to one but it had nothing to do with my area of Med.-Surg. It was for OB personnel.
132-24	EDNA - Emergency Dept. Nursing Association - At a different hospital every month.
135-26	Any college.
136-22	Tuition reimbursement opportunity.
137-22	Various locations.
148-49	Lakeland, Cleveland State, other hospitals, etc.
154-29	Sending to three day, week, or six week seminars.

(continued next page)

Identification Code	Comment
158-21	Any college. Tuition is paid for after proof of passing course is given.
164-24	Just ask.

* The Identification Code numbers are used instead of the graduate's name. The number before the dash refers to the questionnaire number and the number after the dash refers to the age of the respondent.

APPENDIX B

SUGGESTIONS FOR COURSES AND EXPERIENCES TO IMPROVE NURSING PREPARATION

These are verbatim responses to question 31 - "Do you think that Lakeland Community College should add any courses that would better prepare you?"

Identification Code	Comment
100-23	Several weeks in team nursing.
102-25	Leadership, management.
103-22	A basic course in team leading and situations that may be faced.
104-22	Medical terms - more patient care.
105-23	A team leading class.
106-22	Team Leading.
107-34	I.V.'s charge nurse duties
108-24	Management course.
109-24	Team Leading concept.
110-21	Team leading.
111-20	Team leading and charge duties.
112-26	Emergency medicine.
116-20	A better nutrition course and also one to help you learn about special types of equipment used in hospitals.
117-22	Intravenous therapy. More practice on catheterization, irrigations, in general treatments. Charge duties.
118-22	Team leading - preparation to take charge.
119-23	Courses in team leading.
120-44	Course in leadership.
122-22	More Math and Pharmacology.

APPENDIX B (cont'd)

SUGGESTIONS FOR COURSES AND EXPERIENCES TO IMPROVE NURSING PREPARATION

These are verbatim responses to question 31 - "Do you think that Lakeland Community College should add any courses that would better prepare you?"

Identification Code	Comments
123-21	Better clinical experience.
125-35	Additional Public Health, perhaps at the end of the program.
126-35	T. leading, making assignments, etc. More clinical practice with IV meds and working with them.
128-25	Leadership.
129-33	Team leading - How to work with obsolete systems and implement change within it.
130-21	IV, transcribing orders, team leaders.
131-22	Team leading.
132-24	Leadership.
133-25	Chemistry.
134-40	IV therapy (include in lab) a course in Management--ie. team leading.
135-26	Many.
136-22	Team leading.
137-32	More clinical experience.
143-22	More clinical experience.
144-21	Leadership - Charge nurse duties.
145-21	Basic Pharmacology could be improved--more basic NSG implications.
147-37	Leadership skills, more familiarity with medical equipment.
148-49	They should have more practical experience.

APPENDIX B (cont'd)

SUGGESTIONS FOR COURSES AND EXPERIENCES
TO IMPROVE NURSING PREPARATION

These are verbatim responses to question 31 - "Do you think that Lakeland Community College should add any courses that would better prepare you?"

Identification Code	Comments
150-21	Team leading, charge responsibility.
151-40	Extend course 6 months for more clinical work.
153-23	Something more to do with team leadership.
154-29	Intensive care courses, ie. electrolyles. Blood cases - IV solutions - Better med. course.
115-24	Team leading and charge position.
156-22	More floor duty.
157-00	Leadership please.
158-21	Some course in staff relations.
159-28	Those dealing with contact with patients. So many patients have psychological problems contributing to their physical problems.
160-28	IV therapy.
161-22	Surgical nursing, EKG's.
162-38	More orthopedic nursing and more extensive clinical pediatrics.
163-33	Team leading (Instruction in IV's).
164-24	More MLT
166-37	Team leading.

APPENDIX C

COMMENTS OF NURSING GRADUATES

Respondent
Number

101. (Responding to Question 33) It depends on where you work. At ---- they wouldn't let me assume charge duties because I didn't have the background. Yet when I got to --- they threw me right into charge (under supervision), but I didn't even know what I was expected to know how to do (ie. assignments, assign lunch times, calling Drs., etc.) But as far as getting a promotion to AHN or MN, most places require at least a B.S.

102. I have only worked at this job for one month. I think public health was one field Lakeland overlooked and perhaps just an observation period would be helpful. Otherwise I felt well prepared for my first hospital job.

103. In regards to #33 question, promotions should be based primarily on the person's own ability to accept more responsibility and formal classes might just be an additional method to gain a better understanding.

105. I feel that a team leading class is most essential since all the hospitals in this particular area make it necessary for RN's to be team leaders except in specialty areas like ICU and CCD.

106. I hope to go on to get my B.S. soon. I think employers should take each new employee and judge individually. If a person can do the job well in a charge position then promote whether they've got an AD, Dip. or B.S. after their name. Lakeland did a fine job. We need more hospital exp. Longer days. Team leading, public health. I'm pleased with what I started out with. Maybe U.H. helped too.

109. I feel a Head Nurse position would require more education at this institution no matter how one performed. Assistant head nurse can be achieved however.

110. I feel personally that the class after our class will be better prepared than us. They seemed to have much more actual experience with procedures in the new nursing lab. They were required to spend much more time in the lab and be checked for each procedure. I think that is excellent and needs to be continued. (Our program has prepared us very well for state boards and the working scene! Keep it up!)

111. Even though two year graduates are not expected to assume charge duties, some do. I feel it would be beneficial to include some aspect of this in the curriculum at Lakeland.

113. I can honestly say I don't believe I could have learned more from any other nursing program. We were taught principles and learned to apply them to situations that arose. I know some of the girls from other programs were not as adequately prepared. I went back for my B.S. degree not only for the education but because I feel I have a potential that has not yet been fulfilled.

114. In observing the Lakeland graduates that I come in contact with at --- ------ they generally measure up to standard performance very well, and exhibit a professional attitude and demeanor. In comparing our training with that of nurses from other schools, I would rate it excellent. Our teachers were demanding enough to produce results.

115. First year clinical experience was next to useless due to lack of availability of more critical patients. Perhaps 1 quarter (first) in a local hospital and the remaining two quarters in a larger hospital would be more beneficial--if feasible.

117. I believe more education opportunities that are being given to the student nurses should be made available to the graduates--if so, this must be announced in advance. It would be a great help. Thank you.

119. Needless to say I feel more clinical experience would be beneficial especially in the areas of med-surg. nsg. I also feel students should experience rotation in SCU, CCD - Recovery Room. I also feel we should have had experience passing functional team neds. Also attempt team leading.

120. I would like to continue my education, however, it is inconvenient to attend Cleveland colleges. If LCC could teach some of the required subjects it would be most helpful.

121. I used to worry in school about our limited practice with procedures. I have since learned that procedures can be learned fast on the job, and that the theory part is most important--knowing why situations arise, conditions affecting fluid and electrolyte balances (to name just an example). I feel Lakeland gave us a good background in the time allotted.

124. The nursing course at Lakeland is excellent, I feel. For some of us who are not brilliant, however, I think the clinical practice is just not sufficient to afford enough repetition. I was a practical before and it helped a lot to coordinate my schooling with my work. (I continued to work 3 evenings a week throughout my training.) Perhaps there is no substitute for on-the-job experience and no doubt the more practice one gets, the better.

125. I could receive additional salary benefits by getting 11 more credit hours (takes me up to the next step on teacher's salary scale). Then, with 30 more I would be placed on B.S. salary scale. I had 2 years of training in '57 & '58 in a diploma program. I felt the AD program was much more strenuous and time consuming. I feel that it should continue to be "difficult to remain in it," having the unqualified removed before the second year. I feel that a new grad makes a serious mistake if she is not extensively oriented in a hospital setting and if I go back to hospital work, I will insist on this. Legalities are not stressed enough in today's society, let alone the lack of concern for patient safety. I've taken care of family members as a special and have been very saddened by the lack of communication that goes on in hospitals. Maybe nursing schools could have a course that probed the student's attitudes and values--I was very impressed with the people in my graduating class. I thought they had a lot of understanding.

127. Nutrition course was not applicable to my work. On a 42 bed floor (medical) we really need to know the do's and don'ts of different diets, and how to teach diabetic pts.

128. Although AD nurses are not educated to assume positions other than staff nurses--the fact is that those opportunities do arise. Secondly, any RN, regardless of the nature of her degree, must have leadership qualities and/or background. The education in this area would not be wasted.

129. Having worked with graduates of most of the other community colleges in the area, I think the Lakeland graduate is the best prepared and have loudly and repeatedly voiced this. Since nothing is so great that it can't be improved, keep going forward--just be sure you don't discard that which is good. Keep up the good work. The last part of the above questionnaire was rather hard to answer as it seems like I graduated centuries ago instead of only 3 years and I do know the curriculum has changed so much. I just don't know how it has changed and what it now consists of.

132. Leadership and self-confidence are lacking for graduates from LCC. The program has changed a great deal since I graduated; many of us would like a tour of the new facilities and summary of program.

134. The summer program was a waste of a good summer. (I requested to see surgery--and to go to the lab and get a practical back up to the theory of lab values. This was denied.) We spent too much time working as an aide. IV therapy should be included (starting IVS). I felt that --------- used us for 4 days a week x 10 - and not even a thank you from them. I'm still smarting over that. What little experience and knowledge I gained did not make up for what -------- got from me! I do not recommend the course to anyone. It should be reevaluated.

135. Instructors were very poor (not necessarily the class or material covered).

136. When I questioned why our program didn't include Team Teaching--someone replied that AD nurses aren't meant to team lead--they are more patient care oriented. I've found that all RN's are expected to team lead so why shouldn't it be included in the curriculum at LCC? It's also valuable to have some intensive care nursing

137. I believe Lakeland, at present, and with the time now available to its nursing students, provides the best educational opportunities available. More clinical experience, especially for those with no previous hospital exposure, would be most helpful during initial postgraduate experiences.

138. To learn to check eyes and give hearing tests in the Peds' course I feel could be helpful and useful in many positions. Also it would have been nice to see actual or photos of cases of mumps etc. with more study on the <u>average</u> day to day problems of children.

141. My answers are based on the job which I held last. It is difficult for me to fairly evaluate Lakeland's program since I transferred from O.S.U. However, I did feel while I was in Lakeland's program that it was excellent. I have had a great deal of experience with AD graduates of different schools. I believe rather than the curriculum being the most important, that the maturity of the student and her abilities before entering the nursing program greatly influenced the final outcome--no matter what the previous curriculum or the school (ie. diploma, AD, or BS).

142. I decided to return to college, for no specific reason, except that I felt stagnant at ---------- in Cleveland. I'm currently employed part time as an undergraduate teaching assistant in food science and nutrition at O.S.U. and I love it. It will help me in my future nursing, I'm sure. I plan to return to the profession this summer.

144. Lakeland was an excellent school, but I feel did not prepare us for charge duty of an entire floor plus meds and treatments.

145. I felt quite adequate after leaving LCC--am now working in ICU and feel that I now and initially "held my own" even as compared with their own '73 grads (hospital diploma program).

146. Although I'm not employed, I am presently doing volunteer work through the American Red Cross at ---------- I am currently working one afternoon a week counseling pts. through the Psychiatric Clinic in a group therapy session. I am also volunteering one afternoon a week in the Well Baby Clinic, weighing, measuring babies and answering the new mothers' questions. In both cases, I am directly supervised by Army nurse clinicians. In answering this questionnaire I based my answers on these two experiences. I am also attending Inservice Education programs at ---------- Army Hospital, ---------- to keep up with the continuing education licensure for South Carolina.

147. Have found the theory at Lakeland to be excellent. When faced with unfamiliar situations, have frequently been able to logically work it out using theory, which many other nurses from other schools were unable to do. Have also found the communication skills (Mrs. Hodapp) to be especially helpful in relationships with patients, family and staff. There is also a professional attitude acquired at Lakeland, which is difficult to explain, but apparent when observing nurses from some other schools. Have felt frustrated about insufficient ability to operate mechanical equipment. (Gomco's, Oz tanks, etc.) Maybe some hospital days could be spent doing procedures, <u>assisting doctors</u> (!) and learning equipment rather than pt. assignments.

148. It would be well to note that I was a LPN before coming to Lakeland which was a big help. The two year AD course lacks a great deal in being able to function as a bed side nurse especially in an emergency.

154. Organization procedures. Starting IV's. Eletrolyte Balance & meaning of. More toward intensive care. Emergency procedures. Procedure and reason in calling "code."

155. Team leading and charge duties should definitely be added to LCC's courses. Since there is one hospital in the Cuyahoga and Lake County areas that does not require us to be team leaders and in charge (----------) it is unrealistic to tell AD grads to get a year or so of experience before taking on that type of responsibility. No one would hire us! LCC should prepare us to be in charge rather than ignore the fact that we will be put in that position after graduation. After only two months of being employed at ----------, I found myself in charge, the <u>only</u> RN on the floor--four days out of the five I work! Team leading tips and courses would have been welcome to me!

157. Leadership inabilities definitely places the AD grad at a distinct disadvantage to begin with compared with diploma grad. The AD grad has a difficult time with her peers because of the attitude toward two year programs that seems to pervade the nursing realm. Otherwise, I think she is scientifically and/or educationally better qualified; with leadership added to courses, it would be much easier.

164. Needed more time, but it does come with experience.

166. Continuing education classes most important in any nursing field. I took a continuing education class through C.S.U. at L.C.C. in January-March, 1974, very rewarding.

Lakeland Community College

NURSING GRADUATE FOLLOW UP

May, 1974

Name_____ Maiden Name_____

Address_____ Phone_____

_____ Age_____

1. I was graduated from Lakeland Community College in:

   70 71 72 73 74 75 76

2. Highest degree held: ADN BS Other_____

3. If you hold a BS or other degree, from what institution did you get the degree?

   _____

4. Present employer_____

   Address_____

EMPLOYMENT IN THE NURSING FIELD

5. I am currently employed: Full time_____ Part time_____

6. I am not currently employed_____ (check appropriate answers below):

   _____(a) I have worked Full time___Part time___, but am not employed.
   _____(b) I have never worked after graduation from Lakeland.
   _____(c) I am unable to find employment.

7. Are you employed in a(n):

   Suburban hospital_____ School_____
   City hospital_____ Health agency_____
   University hospital_____ Physician's office_____
   Nursing home_____ Other (please explain)_____
   _____

8. How did you get your present job? (You may check more than one.)

   Employment agency_____ Professional organization_____
   Newspaper ad_____ Recommendation of relative_____
   Recommendation of friend_____ Personal application_____
   Other (please describe)_____

9. What position were you hired for?

   Staff nurse_____ Team leader_____ Head nurse_____ Supervisor_____ Other_____

10. What position do you hold now?

    Staff nurse_____ Team leader_____ Head nurse_____ Supervisor_____ Other_____

11. What shift do you normally work?

    7-3:30_____ 3-11:30_____ 11-7:30_____ Other_____

12. Approximate annual salary before deductions.

$6,000-7,999___ $8,000-9,999___ $10,000-11,999___ $12,000-13,999___ Over $14,000___

13. How do you feel about your job? Like it_____ Dislike it_____ Indifferent_____

14. Indicate as close as possible how you rank each of the following factors as it relates to your present job (check appropriate one)

	Poor	Good	Could be better	Excellent
Money	_____	_____	_____	_____
Shift	_____	_____	_____	_____
Location	_____	_____	_____	_____
Patient Contacts	_____	_____	_____	_____
Responsibility	_____	_____	_____	_____
Staff Relations	_____	_____	_____	_____
Promotional Opportunities	_____	_____	_____	_____
Educational Opportunities	_____	_____	_____	_____
Social Atmosphere	_____	_____	_____	_____
Other_____	_____	_____	_____	_____

15. What is included in your job?

Patient care_____ Supervise personnel_____ Wrap and sterilize supplies____
Pass medications_____ Make assignments_____ Perform sterile procedures_____
Start I.V's_____ Secretarial work_____ Operate mechanical equip._____
Transcribe orders_____ Laboratory work_____ Teach patients_____
Assist physicians_____ Charge duties_____ Orient personnnel_____
Interview_____ Cleaning chores_____ Other_____

16. After what period were you given charge duties? (i.e. without the direct supervision of a nurse with senority)

1-3 mo.____ 4-6 mo.____ 7-9 mo.____ 10-12 mo.____ 11-18 mo.____ 19-24 mo.____

17. How were you oriented? Individually on division____ Class with other AD grads____
Class with other RN's____ Class with other employees____ Other_____

18. What was included in orientation?

Tour of facilities_____ Introduction to administrators_____
Policies and procedures____ Use of special equipment_____
Medical routines_____ History of institution_____
Charting procedures_____ Observation in several departments_____
Team leading_____ Other (explain)_____

19. Was the orientation adequate for your first position? Yes___ Partially___ No___

20. Was the orientation adequate for your present position? Yes___ Partially___ No___

21. Has your employer provided continuing education? Yes___ No___

22. How often are inservice meetings?
Once a month___ 2-3 mo.____ 4-6 mo.___ Other_____

23. Does your employer arrange for continuing education at other institutions?_____
Where?_____

24. How soon after employment were you evaluated?
1-3 mo.___ 4-6 mo.___ 7-9 mo.___ 10-12 mo.___ 13-18 mo.___ Never___

25. To what professional organizations do you belong? None___ ANA___ NLN___
Other_____

26. Please list all positions held since graduation from Lakeland.

Institution	Position	From	To

27. Did you take the summer program at LCC? Yes____ No____

28. How do you feel your training at LCC prepared you for your first position?

Poor	Good	Could be better	Excellent
____	____	_____	_____

29. How would you rank lecture classes as preparation for your first job?

____	____	_____	_____

30. How would you rank lab classes as preparation for your first job?

____	____	_____	_____

31. Do you think that LCC should add any courses that would better prepare you?
Yes___ No___ Which ones:_____

32. Do you think LCC should delete courses that are of no value to you?
Yes___ No___ Which ones:_____

33. Do you feel that you must have additional education to get promotions? Yes___ No___

34. If yes, which would apply? BS degree___ MA degree___ Professional Seminars____
Continuing education classes___ Other_____

Comments:

UNIVERSITY OF CALIF.
LOS ANGELES

MAY 9 1975

CLEARINGHOUSE FOR
JUNIOR COLLEGE
INFORMATION

Thank you for answering this questionnaire. Your answers will help us in planning curriculum changes for the future.